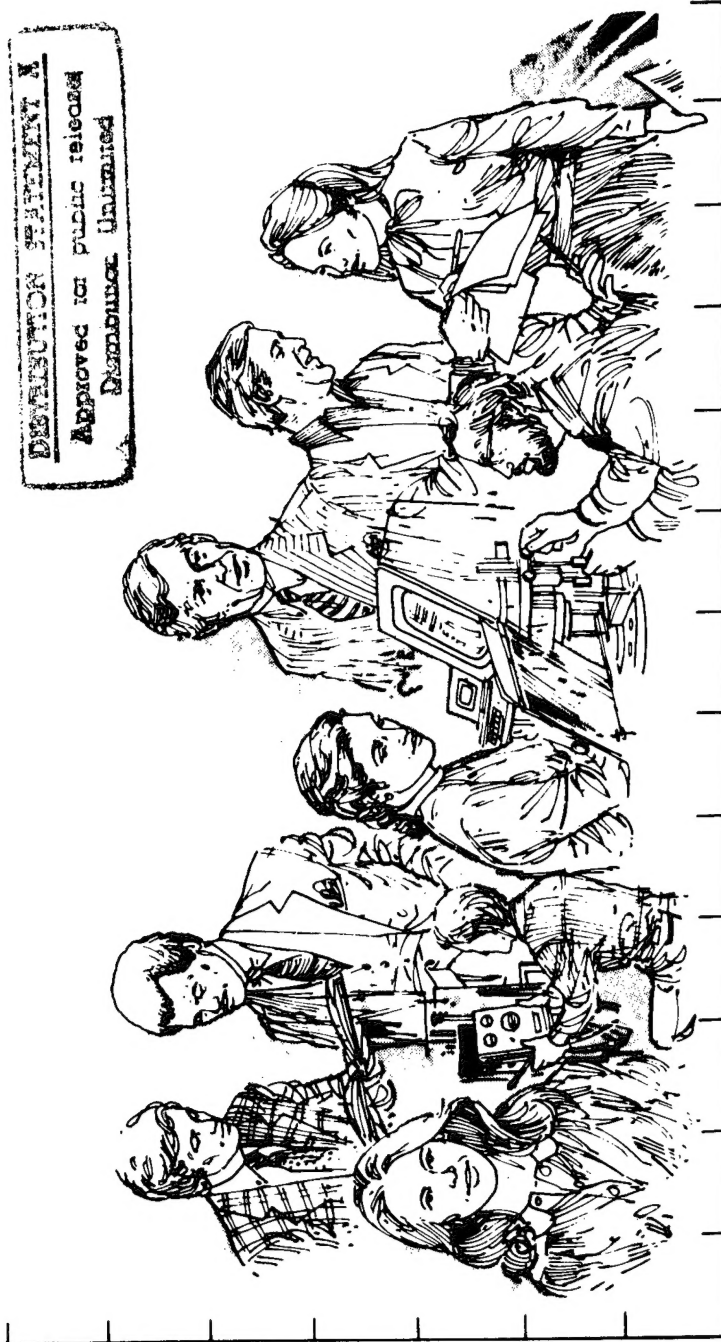




Department of Defense CIVILIAN MANPOWER STATISTICS

M04

June 30, 1997



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DIRECTORATE FOR INFORMATION
OPERATIONS AND REPORTS (DIOR)

Department of Defense

CIVILIAN MANPOWER STATISTICS

June 30, 1997

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FOREWORD

Civilian Manpower Statistics (CMS) is a quarterly publication prepared by the Washington Headquarters Services, Directorate for Information Operations and Reports (WHS/DIOR) of the Department of Defense (DoD).

CMS provides statistical information on the DoD civilian work force, with the exception of personnel of the National Security Agency, Defense Intelligence Agency, National Imagery and Mapping Agency (including employees of the former Defense Mapping Agency), and personnel paid from nonappropriated funds. It is produced primarily from an integrated data base developed and maintained by WHS/DIOR from monthly information provided to the Office of Personnel Management on Standard Form 113-A, *Report of Federal Civilian Employment*.

INTERNET AVAILABILITY: Extracts of information presented in this publication are available through DefenseLINK or directly through the DIOR World Wide Web site (<http://web1.whs.osd.mil/mmids/mmidshome.htm>).

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TABLE 1

DoD Civilian Employment, by Function and Employment Status, According to Defense Component - June 30, 1997

FUNCTION/EMPLOYMENT STATUS	TOTAL DoD a/	ARMY	NAVY b/	AIR FORCE	OTHER DoD ORGS. c/
MILITARY FUNCTIONS					
Former OMB Ceiling Employment	774,388	250,814	219,095	180,574	123,905
Direct Hire	734,159	230,693	208,187	173,742	121,537
Indirect Hire	40,229	20,121	10,908	6,832	2,368
Grand Total Employment	779,460	251,288	220,327	183,586	124,259
Direct Hire	739,231	231,167	209,419	176,754	121,891
Indirect Hire	40,229	20,121	10,908	6,832	2,368
CIVIL FUNCTIONS (All Direct Hire)					
Former OMB Ceiling Employment	27,466	27,465	0	1	0
Grand Total Employment	27,972	27,971	0	1	0
TOTAL MILITARY AND CIVIL FUNCTIONS					
Former OMB Ceiling Employment	801,854	278,279	219,095	180,575	123,905
Direct Hire	761,625	258,158	208,187	173,743	121,537
Indirect Hire	40,229	20,121	10,908	6,832	2,368
Grand Total Employment	807,432	279,259	220,327	183,587	124,259
Direct Hire	767,203	259,138	209,419	176,755	121,891
Indirect Hire	40,229	20,121	10,908	6,832	2,368

a/Included in Grand Total Employment but excluded from Former Office of Management and Budget (OMB) Ceiling Employment are employees formerly exempt from OMB ceiling control. Refer to Office of Personnel Management Operating Manual, "The SF-113 Summary Data Reporting System," for a delineation of employment formerly exempt from ceiling control.

b/Includes Marine Corps civilian personnel.

c/See Glossary for a list of Other DoD Organizations.

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TABLE 2

**Trends in DoD Civilian Employment Subject to Former OMB Ceiling,
by Function, Employment Status, and Defense Component**

FUNCTION/COMPONENT EMPLOYMENT STATUS	END STRENGTHS, LAST 4 FISCAL YEARS				LAST 3 MONTHS		
	30 SEP 93	30 SEP 94	30 SEP 95	30 SEP 96	30 APR 97	31 MAY 97	30 JUN 97
MILITARY FUNCTIONS							
Direct Hire a/	935,875	891,100	842,919	806,865	775,703	777,096	774,388
Indirect Hire b/	884,216	844,395	800,583	766,539	735,808	736,947	734,159
	51,659	46,705	42,336	40,326	39,895	40,149	40,229
Army							
Direct Hire	295,032	278,522	266,205	254,932	248,288	248,201	250,814
Indirect Hire	264,821	252,559	243,200	234,390	228,114	228,043	230,693
	30,211	25,963	23,005	20,542	20,174	20,158	20,121
Navy							
Direct Hire	285,934	266,337	247,760	231,436	219,781	219,530	219,095
Indirect Hire	275,596	255,894	237,404	220,694	209,054	208,709	208,187
	10,338	10,443	10,356	10,742	10,727	10,821	10,908
Air Force							
Direct Hire	201,991	196,077	186,545	183,542	179,074	180,557	180,574
Indirect Hire	193,745	188,434	179,907	176,847	172,447	173,758	173,742
	8,246	7,643	6,638	6,695	6,627	6,799	6,832
Other DoD Organizations c/							
Direct Hire	152,918	150,164	142,409	136,955	128,560	128,808	123,905
Indirect Hire	150,054	147,508	140,072	134,608	126,193	126,437	121,537
	2,864	2,656	2,337	2,347	2,367	2,371	2,368
CIVIL FUNCTIONS (All Direct Hire) a/							
Army	28,535	27,959	29,080	27,359	26,209	27,046	27,466
Air Force	28,534	27,958	29,079	27,358	26,208	27,045	27,465
	1	1	1	1	1	1	1
TOTAL MILITARY AND CIVIL FUNCTIONS							
Direct Hire a/	964,410	919,059	871,999	834,224	801,912	804,142	801,854
Indirect Hire b/	912,751	872,354	829,663	793,898	762,017	763,993	761,625
	51,659	46,705	42,336	40,326	39,895	40,149	40,229

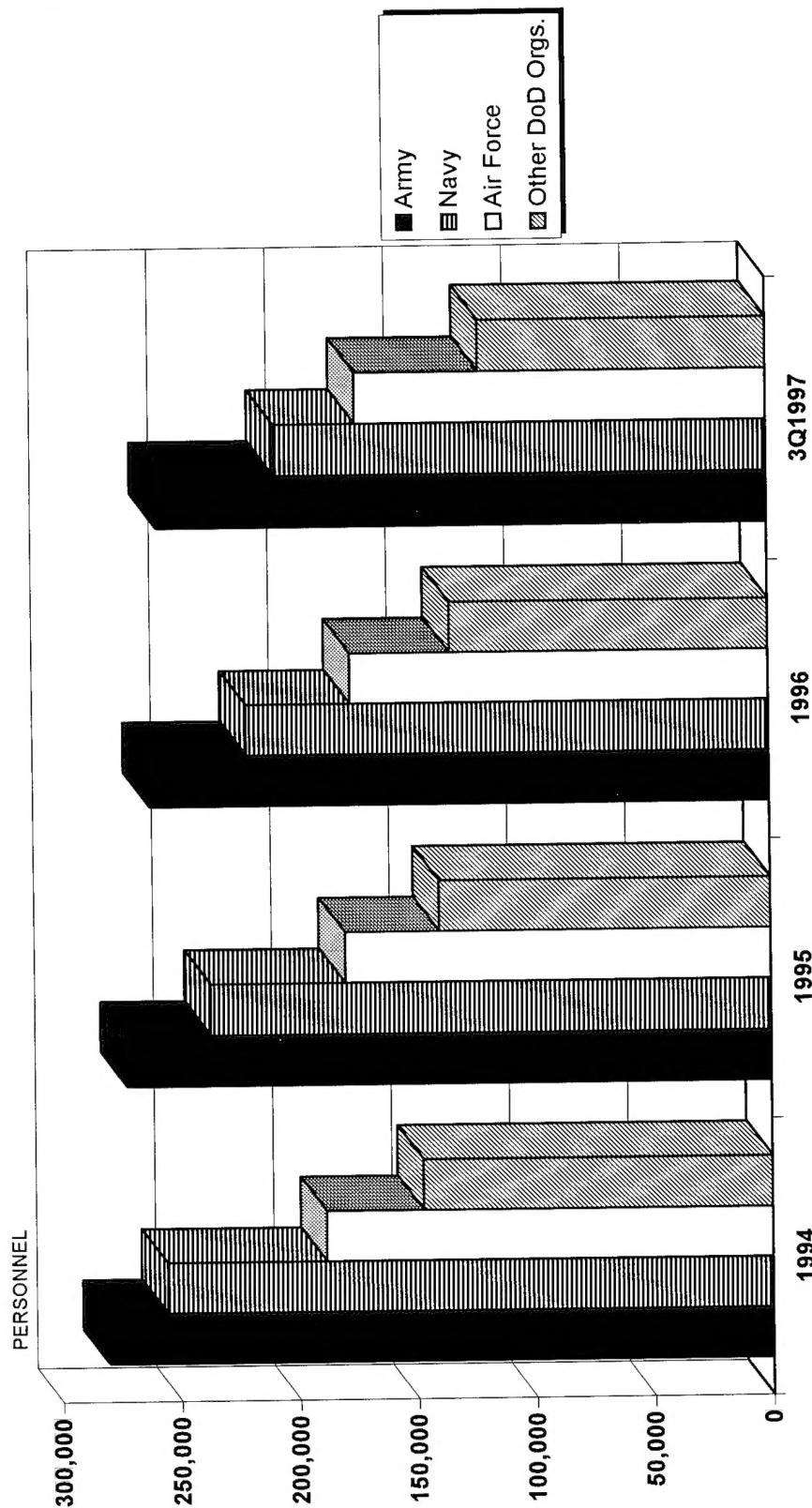
a/ As reported officially to the Office of Personnel Management.

b/ Foreign Nationals supporting U.S. Military Forces overseas under contracts or agreements with foreign governments.

c/ See Glossary for a list of Other DoD Organizations.

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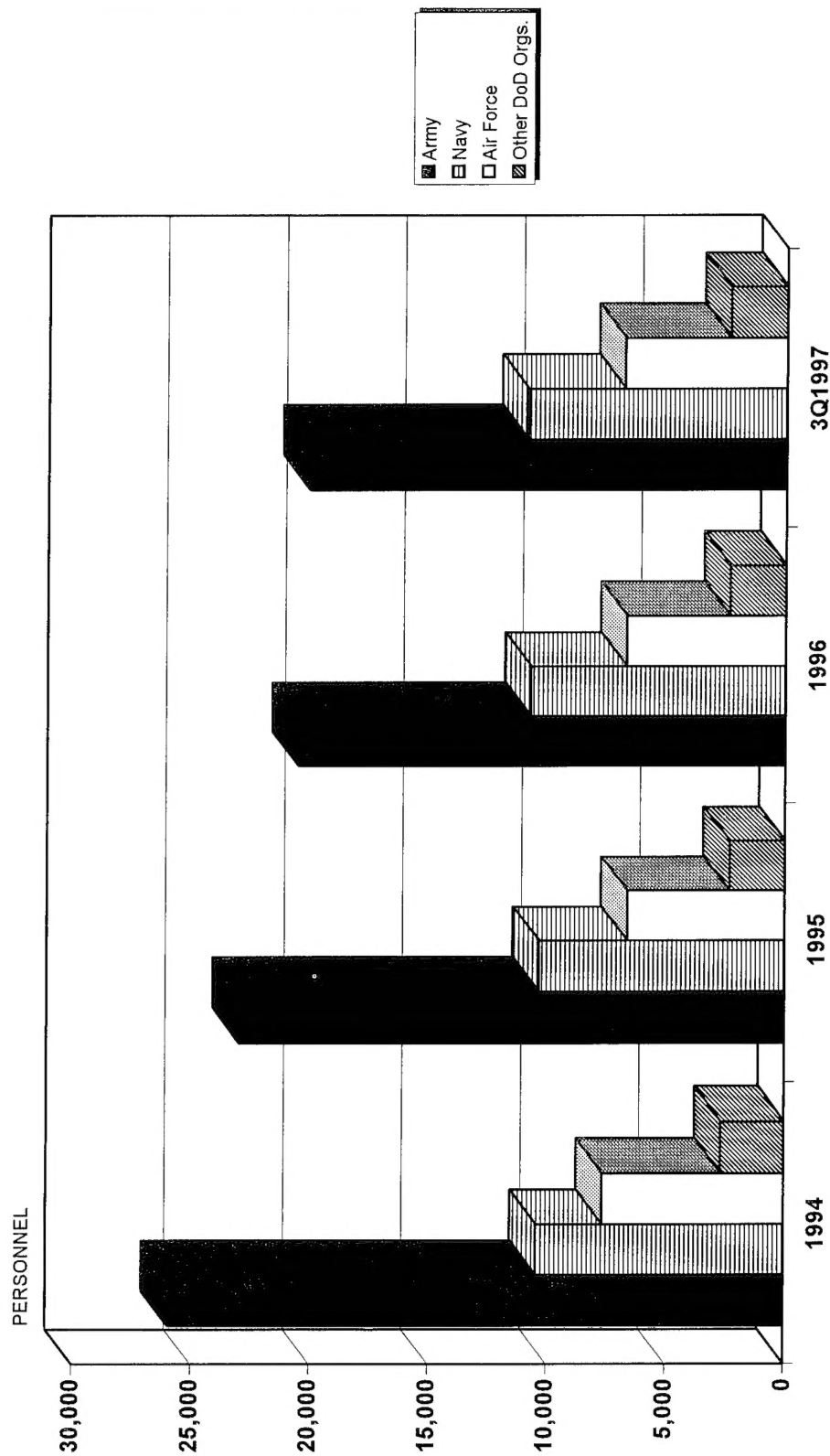
TRENDS IN DoD DIRECT HIRE CIVILIAN EMPLOYMENT, MILITARY AND CIVIL FUNCTIONS



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FIGURE 1

TRENDS IN DoD INDIRECT HIRE CIVILIAN EMPLOYMENT, MILITARY FUNCTIONS



FISCAL YEAR

FIGURE 2

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TABLE 3

DoD Direct Hire Civilian Personnel Subject to Former OMB Ceiling, by Function and Defense Component

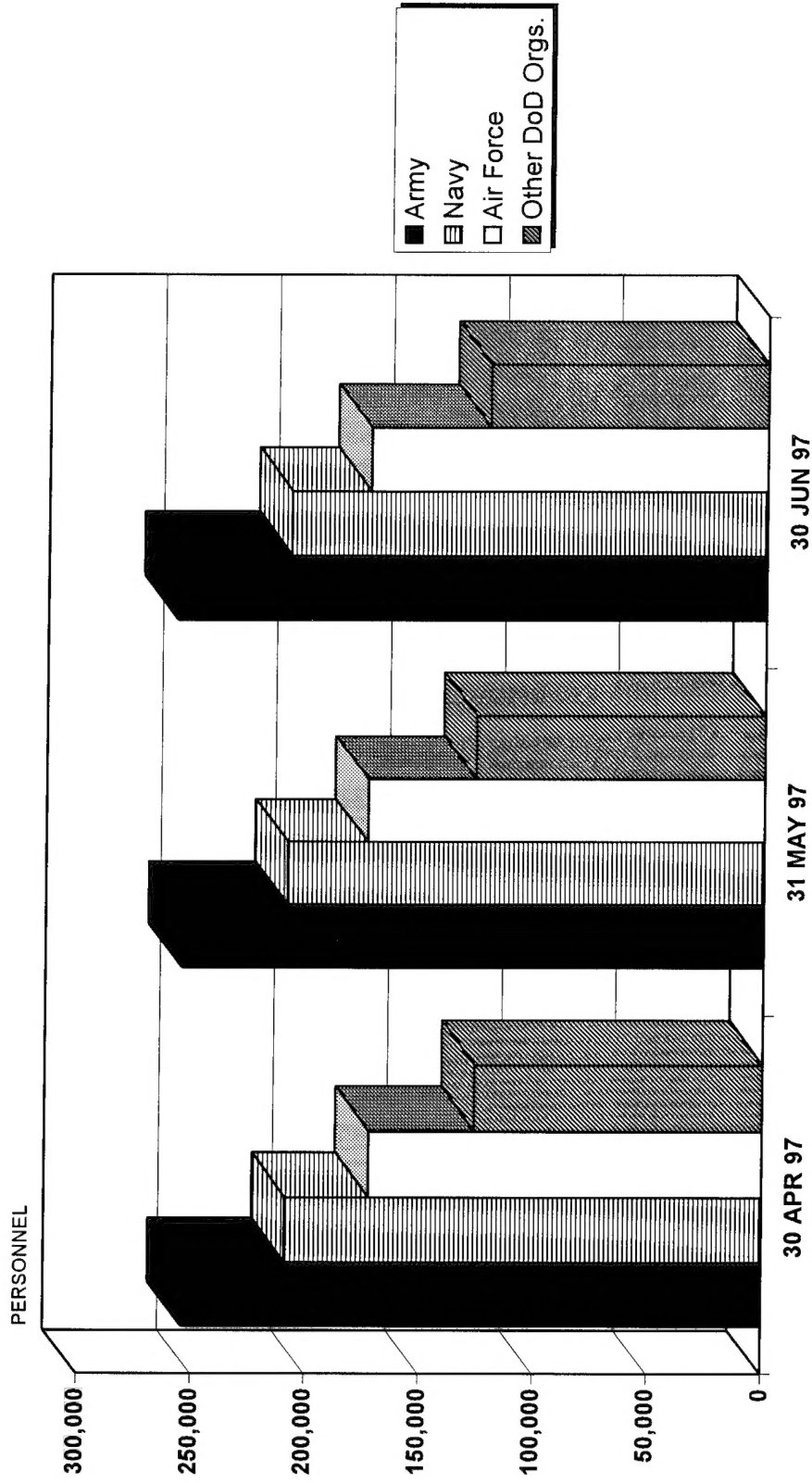
FUNCTION/COMPONENT a/	TOTAL EMPLOYMENT			FULL-TIME WITH PERMANENT APPOINTMENTS		
	30 APR 97	31 MAY 97	30 JUN 97	30 APR 97	31 MAY 97	30 JUN 97
MILITARY FUNCTIONS						
Army	735,808	736,947	734,159	665,791	663,735	656,315
Navy	228,114	228,043	230,693	202,258	201,421	200,663
Air Force	209,054	208,709	208,187	197,121	196,369	195,274
	172,447	173,758	173,742	158,800	158,471	158,441
OSD and Other DoD Orgs. Serviced by WHS b/						
OSD (included above)	4,501	4,485	4,446	4,334	4,350	4,329
WHS (included above)	1,532	1,500	1,454	1,469	1,468	1,454
Other (see Table 4; included above)	1,288	1,291	1,300	1,235	1,238	1,238
	1,681	1,694	1,692	1,630	1,644	1,637
DeCA	17,760	17,813	17,469	9,715	9,579	9,601
DCAA	4,635	4,626	4,618	4,498	4,486	4,453
DFAS	21,192	20,830	20,685	20,171	19,842	19,679
DFRFA	706	706	710	685	682	682
DISA	6,612	6,622	6,685	6,379	6,370	6,344
DIS	2,520	2,523	2,523	2,484	2,483	2,483
DLA	47,492	48,067	48,147	46,101	46,409	46,074
DSAs	197	199	198	195	197	196
DSWA	555	555	557	539	539	546
DoD IG	1,355	1,355	1,359	1,350	1,350	1,346
DoDEA	17,661	17,619	13,090	10,354	10,378	5,388
OSIA	302	314	325	291	290	290
USUHS	705	723	725	516	519	526
CIVIL FUNCTIONS						
Army	26,209	27,046	27,466	23,780	23,763	23,772
Air Force	26,208	27,045	27,465	23,779	23,762	23,771
	1	1	1	1	1	1
TOTAL MILITARY AND CIVIL FUNCTIONS	762,017	763,993	761,625	689,571	687,498	680,087

a/ See the Glossary for Component names.

b/ See the Glossary for a list of organizations serviced by WHS.

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DoD DIRECT HIRE CIVILIAN PERSONNEL SUBJECT TO FORMER OMB CEILING, BY MONTH AND DEFENSE COMPONENT



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FIGURE 3

TABLE 4

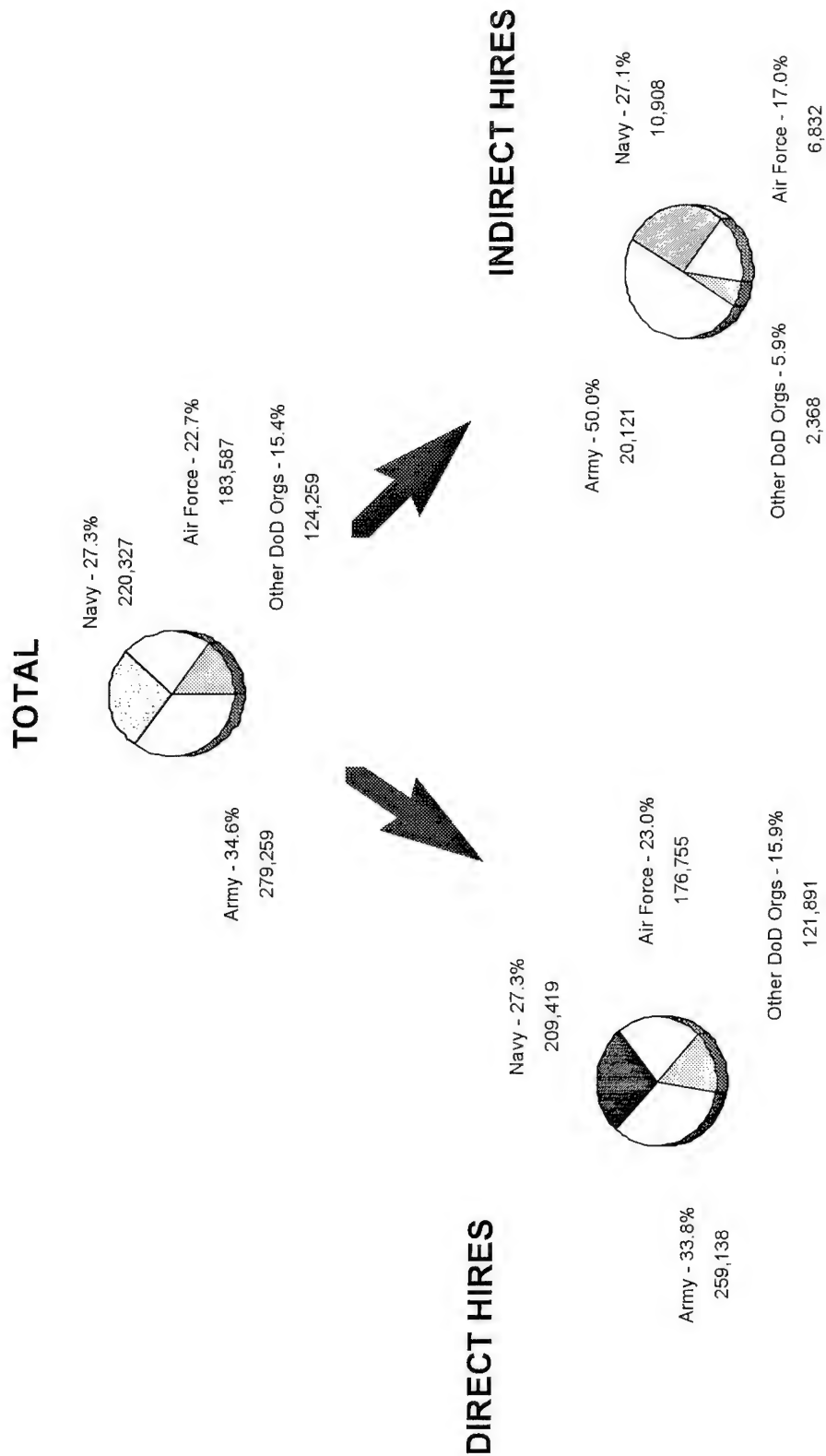
DoD Direct and Indirect Hire Civilian Personnel, by Defense Component - June 30, 1997 a/

DEFENSE COMPONENTS	TOTAL	DIRECT HIRE CIVILIANS	INDIRECT HIRE CIVILIANS
OTHER DEFENSE ORGANIZATIONS			
Office of the Secretary of Defense	1,575	1,575	0
The Joint Chiefs of Staff	205	205	0
Inspector General of the Department of Defense	1,360	1,359	1
U.S. Court of Appeals for the Armed Forces	56	56	0
Uniformed Services University of the Health Sciences	725	725	0
Defense Support Activities	198	198	0
DEFENSE AGENCIES			
Ballistic Missile Defense Organization	264	264	0
Defense Advanced Research Projects Agency	145	145	0
Defense Commissary Agency	18,731	17,477	1,254
Defense Contract Audit Agency	4,670	4,665	5
Defense Finance and Accounting Service	20,697	20,697	0
Defense Information Systems Agency	6,698	6,685	13
Defense Investigative Service	2,523	2,523	0
Defense Legal Services Agency	87	87	0
Defense Logistics Agency	48,962	48,188	774
Defense Security Assistance Agency	87	87	0
Defense Special Weapons Agency	557	557	0
On-Site Inspection Agency	325	325	0
DoD FIELD ACTIVITIES			
American Forces Information Service	339	339	0
Defense Human Resources Field Activity	714	714	0
Defense Medical Programs Activity	97	97	0
Defense Prisoner of War/Missing in Action Office	80	80	0
Defense Technology Security Administration	78	78	0
Department of Defense Education Activity	13,411	13,090	321
Office of Civilian Health and Medical Program of the Uniformed Services	208	208	0
Office of Economic Adjustment	46	46	0
Washington Headquarters Services	1,421	1,421	0
TOTAL	124,259	121,891	2,368

a/Includes personnel not subject to former OMB ceiling control; direct hire figures may be different than Table 3 entries.

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Directorate for Information Operations and Reports

DoD DIRECT AND INDIRECT HIRE CIVILIAN EMPLOYMENT, BY DEFENSE COMPONENT, MILITARY AND CIVIL FUNCTIONS



AS OF JUNE 30, 1997

FIGURE 4

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Directorate for Information
Operations and Reports

TABLE 5

DoD Direct Hire Civilian Personnel, by Type, According to Defense Component - June 30, 1997 a/

TYPE OF PERSONNEL	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
TOTAL	767,203	259,138	209,419	176,755	121,891
By Status					
Full-Time	744,401	255,058	207,549	174,058	107,736
Part-Time	15,732	3,898	1,864	2,274	7,696
Intermittent	7,070	182	6	423	6,459
By Career Service Category					
Competitive	636,088	205,087	190,692	138,343	101,966
Excepted and SES	131,115	54,051	18,727	38,412	19,925
By Type of Appointment					
Permanent	690,767	226,943	196,835	159,305	107,684
Temporary/Indefinite	76,436	32,195	12,584	17,450	14,207
By Citizenship					
U.S. Citizens	749,696	249,225	206,070	173,755	120,646
Non-Citizens	17,507	9,913	3,349	3,000	1,245
By Labor Category					
Salaries	579,096	200,845	155,880	119,785	102,586
Wage Board	188,107	58,293	53,539	56,970	19,305

a/Includes personnel not subject to former OMB ceiling control.
b/See the Glossary for a list of Other DoD Organizations.

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TABLE 6

DoD Direct Hire Civilian Personnel, by Location/Type, According to Defense Component - June 30, 1997 a/

LOCATION/TYPE OF PERSONNEL	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
WORLDWIDE TOTAL	767,203	259,138	209,419	176,755	121,891
United States	707,053	231,159	198,539	168,061	109,294
By Location					
Washington, D.C., SMSA c/	71,798	21,174	29,884	5,571	15,169
Remainder of U.S.	635,255	209,985	168,655	162,490	94,125
By Labor Category					
Salaried	526,921	176,042	147,712	111,814	91,353
Wage Board	180,132	55,117	50,827	56,247	17,941
By Citizenship					
U.S. Citizens	706,689	230,934	198,459	168,052	109,244
Non-Citizens	364	225	80	9	50
U.S. Territories	6,266	1,089	3,085	866	1,226
By Labor Category					
Salaried	3,843	774	1,718	473	878
Wage Board	2,423	315	1,367	393	348
By Citizenship					
U.S. Citizens	6,260	1,085	3,084	866	1,225
Non-Citizens	6	4	1	0	1
Foreign Countries	53,884	26,890	7,795	7,828	11,371
By Labor Category					
Salaried	48,332	24,029	6,450	7,498	10,355
Wage Board	5,552	2,861	1,345	330	1,016
By Citizenship					
U.S. Citizens	36,747	17,206	4,527	4,837	10,177
Non-Citizens	17,137	9,684	3,268	2,991	1,194

a/Includes personnel not subject to former OMB ceiling control.

b/See the Glossary for a list of the Other DoD Organizations.

c/See Glossary for the definition of the Washington, D.C., Standard Metropolitan Statistical Area (SMSA).

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TABLE 7

DoD Indirect Hire Civilian Personnel, by Country,
According to Defense Component - June 30, 1997

COUNTRY	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. a/
BELGIUM	646	611	0	2	33
GERMANY	17,399	13,655	0	2,406	1,338
GREECE	9	7	0	2	0
GUAM	4	0	4	0	0
JAPAN	18,386	3,409	9,820	4,406	751
KOREA	2,181	2,181	0	0	0
LUXEMBOURG	10	10	0	0	0
NETHERLANDS	242	208	0	2	32
SINGAPORE	3	0	0	0	3
SPAIN	1,159	0	1,084	14	61
TURKEY	39	35	0	0	4
UNITED KINGDOM	151	5	0	0	146
TOTAL	40,229	20,121	10,908	6,832	2,368

a/See the Glossary for a list of Other DoD Organizations.

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Directorate for Information Operations and Reports

GLOSSARY

Civil Functions. Functions primarily associated with the civil works program of the Army Corps of Engineers. This program encompasses planning, programming, designing, constructing, and operating Federal water resource projects for navigation, flood control, hydroelectric power, water supply, recreation, and related activities. Civil functions also includes cemeterial workers (Army) and a conservation management employee (Air Force).

Competitive Service. All civil service positions in the Executive Branch, except:

1. Positions which are specifically exempted from the competitive service by or under statute;
2. Positions for which appointments are made by nomination for confirmation by the Senate, unless the Senate otherwise directs, or when specifically included in the competitive service by statute; and
3. Positions in the Senior Executive Service.

Also includes civil service positions not in the Executive Branch which are specifically included in the competitive service by statute.

Direct Hire Civilians. Employees hired directly by an agency of the Department of Defense (DoD). Included are Foreign Nationals hired by DoD to support DoD activities in their home countries.

DoD. Department of Defense.

Excepted Service. All positions in the Executive Branch of the Federal government (except Senior Executive Service positions) which are specifically excepted from the competitive service by or pursuant to a statute, the President, or the Office of Personnel Management.

Former OMB Ceiling Employment. Employees formerly subject to the Office of Management and Budget (OMB) employment controls used to administer Presidential employment ceiling limitations. Refer to the Office of Personnel Management Operating Manual, *The SF-113 Summary Data Reporting System*, for a delineation of employment formerly exempt from ceiling controls.

Full-Time Employees. Employees who are regularly scheduled to work the number of hours and days in the administrative work week for their employment group or class. (Usually 5 days of 8 hours each.)

Indirect Hire Civilians. Foreign Nationals assigned to support U.S. forces through contracts or agreements with foreign governments (or agencies thereof). These personnel are employees of the foreign governments involved.

Intermittent Employees. Employees who are employed with no prescheduled tour of duty (i.e., employed on irregular or occasional basis).

Military Functions. Activities normally associated with the Uniformed Services.

OTHER DoD ORGANIZATIONS

- * Office of the Secretary of Defense (OSD)
- * Joint Chiefs of Staff (JCS)
- Inspector General of the Department of Defense (DoD IG)
- * U.S. Court of Appeals for the Armed Forces
- Uniformed Services University of the Health Sciences (USUHS)
- ** Defense Support Activities (DSAs)

Department of Defense Agencies:

- * Ballistic Missile Defense Organization (BMDO)
- * Defense Advanced Research Projects Agency (DARPA)
- Defense Commissary Agency (DeCA)
- Defense Contract Audit Agency (DCAA)
- Defense Finance and Accounting Service (DFAS)
- Defense Information Systems Agency (DISA)
- Defense Investigative Service (DIS)
- * Defense Legal Services Agency (DLSA)
- Defense Logistics Agency (DLA)
- * Defense Security Assistance Agency (DSAA)
- Defense Special Weapons Agency (DSWA)
- On-Site Inspection Agency (OSIA)

Department of Defense Field Activities:

- * American Forces Information Service (AFIS)
- ** Defense Human Resources Field Activity (DHRFA)
- * Defense Medical Programs Activity (DMPA)
- * Defense Prisoner of War/Missing Persons Office (DPMO)
- * Defense Technology Security Administration (DTSA)
- Department of Defense Security Administration (DoDEA)
- * Office of Civilian Health and Medical Program of the Uniformed Services (OCHAMPUS)
- * Office of Economic Adjustment (OEA)
- * Washington Headquarters Services (WHS)

NOTE: * Organizations serviced by WHS.

** Organizations serviced by DLA and DISA.

Part-Time Employees. Employees who are regularly scheduled for a prearranged tour of duty which is less than the specified number of hours or days worked by full-time employees in the same employment group or class.

Permanent Appointments. Permanent appointments are defined within each type of service as follows:

1. **COMPETITIVE SERVICE** - Employees serving under career appointments who are serving or who have completed their initial appointment probation, or who are not required to serve an initial appointment probation. Also includes employees with career-conditional appointments.
2. **EXCEPTED SERVICE** - Employees whose appointments carry no restrictions or conditions, such as conditional appointments, indefinite or specific time limitations, or trial periods. Based on tenure, can include employees serving trial periods or those whose tenure is equivalent to career-conditional in the competitive service.
3. **SENIOR EXECUTIVE SERVICE (SES)** - All SES employees except those serving under "limited term" and "limited emergency" appointments.

Salaried Employees. Primarily employees occupying positions subject to the Classification Act of 1949, as amended, and a limited number of other employees whose compensation is established by other legislation, Executive Order, or administrative determination.

Senior Executive Service (SES). Positions in an agency with grade 16, 17, or 18 of the General Schedule or Level IV or V of the Executive Schedule (unless exempted). Also includes equivalent positions which need not be filled by appointment by the President and confirmation by the Senate, and which have not been specifically excluded from the SES.

Standard Metropolitan Statistical Area (SMSA). Consists of the District of Columbia; Calvert, Charles, Frederick, Montgomery, and Prince George's counties in Maryland; Alexandria, Fairfax, Falls Church, Fredericksburg, Manassas, and Manassas Park cities in Virginia; Arlington, Clarke, Culpeper, Fairfax, Fauquier, King George, Loudoun, Prince William, Spotsylvania, Stafford, and Warren counties in Virginia; and Berkeley and Jefferson counties in West Virginia.

Total Paid Civilian Employment. Total direct and indirect hire civilian employment. For direct hires, includes, with some exceptions, all direct hire employees who had not officially separated as of the reporting period or were on paid leave.

Wage System Employees. Employees whose basic rates of pay are fixed in accordance with locally prevailing rates or by wage boards or similar administrative authority. Includes prevailing rate employees. (Prevailing rate employees are those employed by an agency in a recognized trade or craft; other skilled mechanical craft; or an unskilled, semiskilled, or skilled manual labor occupation. Also includes any other person, including a foreman or supervisor, in a position where trade, craft, or labor experience and knowledge is a paramount requirement.)